



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** John Aitken

**SUBJECT:** AIRPORT LIVING WAGE  
ORDINANCE RATE INCREASE

**DATE:** March 13, 2023

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Approved

Date

3-15-23

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## INFORMATION

The purpose of this information memorandum is to provide an update on the Airport Living Wage Ordinance Rate Increase.

### AIRPORT LIVING WAGE ORDINANCE RATES EFFECTIVE JULY 1, 2023

In January 2023 the U.S. Department of Labor released the full year of 2022 Consumer Price Index (CPI) for All Urban Consumers (U). For the San Francisco-Oakland-San José area, the CPI-U increased 5.5983% in 2022. Based on this information, the minimum compensation under the Airport Living Wage Ordinance (ALWO) at the San José Mineta International Airport (Airport) will increase by \$1.00 per hour.

Effective July 1, 2023, all Airport Businesses will be required to provide their Covered Employees the following Minimum Compensation:

1. If qualifying minimum health insurance benefits are provided, compensation of no less than \$18.86 per hour.
2. If qualifying minimum health insurance benefits are not provided, compensation of no less \$20.11 per hour.

San José Mineta International Airport staff will notify Airport Businesses of the increase via e-mail and the Airport's website [www.flysanjose.com](http://www.flysanjose.com).

**BACKGROUND AND METHODOLOGY**

Prior to January 1, 2011, ALWO wage adjustments were calculated on an annual basis using the same methodology as the City’s Living Wage Policy (Resolution 68900) wage adjustments. Hourly rate adjustments were based on any change as of December 31 of the previous year in the federal poverty level standard for a family of three established by the U.S. Department of Health and Human Services or the geographic cost of living differential used by the City in determining the initial wage adjustment.

On December 14, 2010, the San José City Council adopted amendments to the ALWO (Chapter 25.11 Airport Living Wage and Labor Standards) in order to bring parity with other Bay Area airports and significantly reduce competitive disadvantages for the Airport. As of January 1, 2011, minimum compensation is reviewed annually; however, the methodology used for rate adjustments is based on annual average changes in the CPI-U for the San Francisco-Oakland-San José metropolitan area, published by the U.S. Department of Labor, Bureau of Labor Statistics. Since the methodology was amended, the percentage change in Airport Living Wage Ordinance rate adjustments is lower than the City’s Living Wage Policy rate adjustments.

The Airport Living Wage Ordinance has increased at an average annual rate of 3.542% over the past five years. The CPI-U measures inflation as experienced in average household prices paid by urban consumers in their day-to-day living expenses, such as housing, food, clothing, medical care, electricity, transportation, education, and is utilized to adjust payments to purchase a market basket of goods and services at today’s prices.

This table shows the ALWO rate adjustments and the adjustment factors history below.

<b>Effective Date</b>	<b>Geographic or CPI Adjustment Factor</b>	<b>ALWO Rate With Benefits</b>	<b>ALWO Rate Without Benefits</b>
July 1, 2023	5.5983%	\$18.86	\$20.11
July 1, 2022	3.2114%	\$17.86	\$19.11
July 1, 2021	1.7220%	\$17.30	\$18.55
July 1, 2020	3.3108%	\$17.01	\$18.26
July 1, 2019	3.8651%	\$16.46	\$17.71
July 1, 2018	3.2214%	\$15.85	\$17.10
July 1, 2017	3.0057%	\$15.36	\$16.61
July 1, 2016	2.6140%	\$14.91	\$16.16
July 1, 2015	2.8414%	\$14.53	\$15.78
July 1, 2014	2.2420%	\$14.13	\$15.38
July 1, 2013	2.6822%	\$13.82	\$15.07
July 1, 2012	2.6030%	\$13.46	\$14.71
July 1, 2011	1.3699%	\$13.12	\$14.37
July 1, 2010	0.7308%	\$12.94	\$14.19
January 1, 2009		\$12.83	\$14.08

HONORABLE MAYOR AND CITY COUNCIL

March 10, 2023

**Subject: Airport Living Wage Ordinance Rate Increase**

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/s/

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Director of Aviation

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